App. F. IX-4

1934. (SRA)

File No. 139-34

Serial Nos. ~~[illegible]~~ 6

Previous References

SRA 130-20-1

" 313-32-1

" 54-31-(2-3)

Later References.

" 65-22 (1-2)

" 133-32-1

Labour:
SRA 74-48-112.

SRA 511-40-4-6.

GENERAL AND REVENUE SECRETARIAT.

Serial Nos. Dnl

Part B for April 35

SUBJECT.

Amendment Slip to M.S.R.
~~Revision of the Rules~~ regarding the grant of maternity leave

P(6)

No 4/768 dt 1.4.35

WD 01965—GPB—15,000—7-7-34

To the Comptroller

Add the following at the end of Article 196 -

" In no case shall maternity leave extend beyond six weeks from the date of confinement".

Serial No.

Flag I.

Reference Direction contained in Council opinion dt 10.4.1934 in S&A file no 278-33-1 that the proposals to delete the rules relating to Furlough on full Salary be further examined.

1. From a perusal of the files relating to this Furlough on average Salary it is seen that this benefit was first given in British India in 1920 to the European Service only and that this was not adopted here then since it was considered unnecessarily liberal and would result in heavy extra cost. When the British Indian Leave Rules were again revised in 1922 and the above mentioned benefit was extended to Indian Service ~~also~~ the rules was introduced in Mysore also as a measure of liberalisation of the Leave rules. The total period of such leave that could be taken in an Officers whole Service is one year as in British India. And the period of such leave that could be taken at a time is Six months

NOTE—Contn. Sheet.

WD 01536—GPB—7,500—5-4-34

at ~~a time~~ (which will be raised to 8 months in Cases of ill-health or when such leave is availed of outside India) as against 8 months for Officers coming under the Special Leave Rules and 4 months to those governed by the Ordinary Leave Rules in British India.

From the recent revision of the Leave Rules of the Central Government ~~and of the Government of Madras~~ it is seen that the revised rules are to be applied to those coming under the ordinary Leave Rules only. This means that the Concession of leave on ~~full~~ average salary is retained for the Services coming under the Special Leave Rules. The Madras revised Leave Rules are however applicable to all officers — whether governed by the Special or the Ordinary Leave rules. Only those coming under the Special Leave rules ~~earn leave~~ have title to 'earned leave' at one seventh of Service as against one-eleventh earned by the other

Serial No.

Class of Officers.

3. Ours is completely an Indian service (with very few exceptions) and there does not therefore appear to be any need to retain the leave on average salary in addition to Privilege leave. Reference is invited in this Connection to para 189 of the Bombay Reorganization Committee's report which runs as follows:

"We do not propose to provide in the new rules for anything of the nature of furlough, as there seems to be no case for the grant of long leave of this kind to establishments recruited and serving in their own Country. Occasions may however, arise when a certain period of leave is absolutely necessary for attention to Private affairs and when the amount of ordinary leave at credit is insufficient. Such cases would, we think, be met by a proviso that leave on private affairs on

NOTE—Contn. Sheet.

WD 01536—GPB—7,500—5-4-34

half average pay might be granted to a total of Six months in an Officer's Service, of which not more than three months might be taken during the first ten years. x x x x x x x"

This leave on average Salary is not also an unmixed advantage since an Officer has to forfeit an equal amount of furlough in addition to the period utilised by him on full Salary and this would be very hard now, especially when the amount of furlough has been reduced by one half. Such leave moreover is generally availed of by officers reverting from acting appointments carrying higher Salary, or at the time of retirement and by Officers of the Vacation Departments, who get only half pay during Privilege Leave.

If this leave on 'average Salary' should ~~have~~ however be retained the following are the means that might be adopted to render the rules less liberal and

Serial No.

Restrict extra cost.

may be adopted

1) Reduction of the period of furlough on average salary from one year to four months

not necessary

2) Reduction of the period that could be taken at a time from six months to ~~two months~~ one month

not necessary

3) Reduction of the combined leave from Six to four months

not necessary if the ~~post~~ master is

4) Grant of leave to be restricted to very special cases only such as, on an Officer proceeding to Foreign Country or in cases of Serious illness

this will affect Director dept. Master omitted

5) Grant of leave only in cases where no Privilege leave is at credit

not necessary

6) Reservation by Govt. of the power to grant such leave.

on the adopted

7) Limiting the leave allowances to the salary attached to the post on which the Officer on leave has a lien

5 If considered absolutely necessary the benefit of this leave may be retained to ~~a certain 5~~ a certain extent, to the existing Officers and

NOTE—Contn. Sheet.

the revised rules may be made applicable to new entrants into service.

Another rule that may be revised is that pertaining to Maternity leave Art. 196 M.S.R. This leave which may be taken to the extent of 3 months at a time is in addition to the other kinds of leave. The point for consideration is whether it could not be taken in lieu of other kinds of leave

The following are the ~~ways~~ Suggestions for the revision of this rule.

1) The leave may be granted in lieu of Privilege leave or furlough but unconditionally ie whether the leave be due or not

2) When Privilege leave is taken on account of Maternity, full pay instead of half, may be given to the Officers of the Education Departments

3) When furlough on half pay is taken on account of Maternity, full pay instead

Should apply such as leave rules consider changes for

S&A 313·32-1

may be done

why?

Revision of the rules re. Furlough on average Salary and Maternity leave

General and Revenue Secretariat | File No. 3824/2 of 193 | [App. F. III—2

Serial No.

of half, may be given

4) The amount of Privilege leave or furlough may be enhanced in the case of women employees

7/5/1934.

7.5.1934.

H Secy) 7.5.34.

8. In regard to Furlough on full average salary, the following changes may be made—

1) The total period in an Asia Service may be reduced from ~~6~~ 12 months to 4 months for Indians 6 months for Europeans

2) If this is done, there (will) be no need to restrict the amount to be taken at a time. Except that

3) ~~When combined with PL leave the~~ The maximum ~~total~~ period of furlough on ~~full pay~~ average pay may ~~exceed~~ be reduced from 6 months to 3 months if in India and to 4 months if ~~out of India or on Medical Certificate~~

4) the grant of this leave will be so regulated that ordinarily an officer will have still at credit 4 months' furlough instead of 6 months as at present.

5) Combination with Pv leave may be ~~allowed~~ permitted to the extent of 6 months in India and 7 months out of India as against 6 & 8 now.

NOTE—Contn. Sheet.

WD 01536—GPB—7,500—5-4-34

(c) when it is given preparatory to retirement it should not exceed 2 months.

(3) The amount of leave allowance may be restricted to a maximum of what the officer would be getting if he was on duty in the appointment on which he has a lien.

4 These changes reduce the leave concessions without abrogating them altogether as originally suggested by me & may be considered.

5 In regard to Maternity leave article 196 provides for such leave being given for 2 months ordinarily & which may be extended for 3 months at the discretion of the S.G. authority. This leave is in addition to other leave and full pay is given during this period.

We may retain the period but allow only half pay for the third month and also say that this leave will be counted against Pr leave or Furlough that the officer may have at credit & reduce it.

When other leave is at credit there is no reason why this should be given in addition.

Sd
16/6/34.

(1st draft).

Sd
17.6.34.

I agree as regards maternity leave.

OFFICE OF THE FIRST MEMBER, EXECUTIVE COUNCIL
17 JUNE 1934
No. 9614

3802-4
Fe

General and Revenue Secretariat | File No: | of 193 . | [App. F. III—2

Serial No.

OFFICE OF THE SECOND MEMBER OF COUNCIL. 18 JUNE 1934 NO. 8512

as regards furlough on average salary I think this might be given (1) in cases of actual illness; in such cases limited to 3 months and (2) in cases where an officer goes to foreign countries for study, or for general widening his knowledge. In such cases it might be given up to the limit of 4 months as suggested in the 2nd case in his para (1)

by
4/6/34

2nd Mr.) 17/6.

17.6.34

13 I agree with the Fd Sec[t]. The retention of some part of the leave is necessary, specially in the case of officers in the Secretariat Depts. The period may be reduced to 4 months, if not to 6 months. No distinction need be made in respect of this rule alone, but Indians & Europeans I think it should not be confined to Sickness leave out of India alone & may be left given in all cases subject to the limitations proposed by the Fd Sec[t]. I agree to the mod[n] of maternity leave

NOTE—Contn. Sheet.

WD 01536—GPB—7,500—5-4-34

Dewan 4

JP 23/6.

Serial No.

14) The Vice-Chancellor may be consulted unofficially, if the Hon'ble Member has no objection. He would be able to throw light on the proposed changes and be acceptable to the European Professors as he knows their views and if he had any suggestions to make in regard to the proposed grants.

29-6-34

2nd Mtg

6978/34

15) Please consult the V.C

30/6

16) To The Vice-Chancellor with compliments for favour of remarks

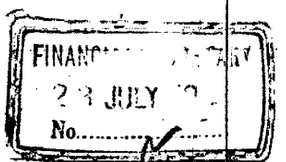
K.O. 92 29-7-34

29.7.34

Jt: Secy to Govt

17) Returned, with compliments, with a note.

23.7.34.



NOTE—Contn. Sheet.

WD 01536—GPB—7,500—5-4-34

University of Mysore.

N O T E

18) The concession of commuted furlough on average salary was regarded by the European officers of the University as a veritable God-send, enabling them to take at least a limited amount of " home-leave " without drawing on their slender reserves or incurring debt. It must be remembered that the emoluments of these servants of the State have not, during the past twenty years or so, kept pace with the cost of living. In this they are very unfavourably situated in comparison with their confrères in the service of the British Indian Governments, whose terms of service have been much improved by the Lee Commission rules. My European colleagues are under the necessity of trying to save something from their comparatively small salaries :x: to help out the relatively small pensions on which they depend for their declining years. Any action by Government tending to reduce their capacity for saving would adversely affect the security even of those married couples without children : and would have even more serious consequences in the case of those with families to bring up and educate. It is certain therefore that the removal of this concession would be viewed with the gravest apprehension by this class of officers for these reasons alone.

19) Another benefit which would disappear - enjoyed and appreciated equally by my Indian colleagues - is that of utilising periods (usually small) of furlough leave on full pay in cases of sickness extending over the maximum period of permissible casual leave. A person who is ill usually requires medical attention and comforts not included in his usual domestic budget. For such a

person to be obliged to take medical leave on half pay is a double misfortune. - As a matter of fact, practically no commuted furlough leave is taken by my Indian colleagues except when ill. -

20) Such considerations lead me to recommend Government very earnestly not to take back this very welcome and beneficent concession. The Financial Secretary does not appear to have furnished Government with figures showing the annual cost to Government of the concession since it was first granted. It must be borne in mind that the immediate additional cost is not by any means equal to the salaries of the officers on commuted leave, because in their places it is customary to employ temporarily substitutes on much lower pay.

21) In the cases of very short periods of commuted leave taken on account of sickness, substitutes are frequently not appointed.

22) I suggest that Government should satisfy themselves that such a measure as this will lead to a very appreciable saving before even considering the advisability of removing a concession which is so much valued by officers, who have suffered severely already in salary cuts and other serious reductions of emoluments, and who would regard this further deprivation as disastrous.

:x: European members of the Educational Service in Madras recruited 20 years ago are drawing now from 50 % to 75 % more than our University Professors of equal length of service : their pension terms are also very much more liberal than those of the latter.

23rd July 1934. VICE-CHANCELLOR

Serial No.

DEWAN'S OFFICE
2 AUG. 1934
No. 618

23) The Vice Chancellor is generally opposed to the curtailment of leave privileges in regard to European Officers on the ground that the conditions of service are becoming less and less attractive day by day.

24) One way of meeting his objection would be to allow the existing leave concessions in regard to Furlough on average salary to the four European Officers who are now in the University, viz.,

Messrs.

1. E.P.Metcalfe.
2. E.G. Mc.Alpine.
3. A.B. Mackintosh.
4. J.C. Rollo.

the new rules being applied to the new entrants. I would suggest the adoption of this expedient to get over the objection. ~~if Govt~~ Govt consider it necessary to ~~maintain~~ retain the present leave Concessions to these officers.

2nd Mr)
Dewan

1/8
1.8.34

OFFICE OF THE
SECOND MEMBER OF COUNCIL.
2 AUG. 1934
No. 608

25) His objn is from the point of both European + Indian brethren + the above Suggn will not meet it completely. may be discussed in Cl of the Dewan approves

FJM
2/8

26) JM
2/8

VJR Circ
4/8

Ch Secy)

WD 2165—GPB—500—27-5-32

(For Disposal at a Meeting)

No. C. 40

of 1934-5

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

Subject

(clause XII of the schedule)

Revision of the rules regarding furlough on average salary and Maternity leave.

Circulated to the Members of Council.

By Order,

R. Ranger

6th August 1934. *Chief Secretary to Government.*

---

972 6/8 **First Member of Council.** 6/8

935 7/8 **Second Member of Council.** 7/8

C.S. 7/8

8

40

SUBJECT.

Revision of the rules regarding furlough on average salary and Maternity leave.

OPINION OF THE COUNCIL.

27) To lie over for the present
RR
8/9/34.

28) Fwi. Secy. to Govt—
with compts)
RR
9/8/34.
SS
25/8/34.

29) For orders whether the file may be closed for the present and recorded.

30) H Secy) SS
25/8/34.

MW
24.8.34.
25

31) Short The portion relating to Maternity Leave, there is unanimity of opinion. It is only in regard to Furlough on full pay that there was difference of opinion. The changes in regard to the former may be adopted if approved.

Dewan
Thos' Chokey)

I agree with
Acc ~~ex~~tention Dutt
my impression is that

32) Kindly see
H H.
RR
6/9/34

SS
1.9.34.

Serial No.

33) I am sorry if I am mistaken but my impression is that though the version of the rule regarding maternity leave is generally approved in the body of the file, it was thought when the matter was talked over, that it may also be dropped for the present.

CB.

RZ 6/9/34.

BB 11.9.34.

34) Order to be given in the circular

35) The Dewan said there might be considered in Council

Order in next case

RZ 7/9/34

WD 01955—GPB—22,500—12-6-34

3824/1 5 C40

Subject:-

Revision of the rules regarding Maternity Leave.

OPINION OF THE COUNCIL.

36) What is the Govt. Rule in practice?
RR
21/9/34.

37) Fin. Secy. to Govt. to move Compn.
RR
24/9
M
24/9/34

3824

2692

Maternity Leave

General and Revenue Secretariat | File No. | of 193 . | [App. F. III—2

Serial No.

38) A draft letter to the Comptroller is put up for approval.

28-9-34.

39) Issue
29-9-34.

To The Comptroller
Re 3207 of 2/10/34
calling for certain info
re grant of maternity leave in
British India.

Sug

From the Comptroller
No B11 254 D 5.12.1934
intimates that in British India
(1) Full pay is being granted to
permanent employees during
the period of Maternity leave
and that the leave is not debited
(2) to the general leave account of
the employees Concerned.

40) Reference. Paras 10, 31 and 36
Supra.

8.12.34.

41) Reference:- Query dated 21.9.34
by the chief Secretary.
chief Secretary) 10/12/34.

42) Their wrshp Sahb to the Joint Sy.
Offg Secretary
RL
12/12/34

12/12/34

TYPING SECTION. 29 SEP 1934 GENL. & REV. SECTT.

NOTE—Contn. Sheet.

WD 01956—GPB—22,500—12-6-34

Maternity Leave

File No. of 193 . | General and Revenue Secretariat

43) Reference is invited to para 10 supra.

44) It was proposed that maternity leave be counted against privilege leave or furlough that ~~the~~ a lady officer may have at credit, instead of giving it in addition to other leave, upto a maximum of 3 months at a time, under the existing rule and that half pay instead of full pay be given for the third month of such leave. This was agreed to by the Members of Council -- paras 12 and 13. The opinion of the Council dated 21st September 1934 was that the British Indian practice in the matter might be ascertained. The British Indian practice, it is ascertained, is that the Maternity leave is not debited to general leave account and that full pay is granted during maternity leave. The period of maternity leave may extend up to 3 months but is limited to a maximum of six weeks after confinement.

Chief Secretary, with compliments, with reference to para 36, Supra.

5-1-35

5/1/35.

45) For orders if the papers may be re-circulated to Council. RR 7/1/35

Cir memo is put up — RR 5/1/35

CPS 7/1/35

at a meeting

For Disposal ~~by Circulation~~

No. C. 40

of 1934-5

GENERAL AND REVENUE SECRETARIAT

Council Matter

Subject

Revision of rules regarding Maternity Leave.

Circulated to the Members of Council

By Order,

R. Ranga Rao

7th Jany. 1935.

Chief Secretary to Government

5179/15/1 **First Member of Council** 14/1/35

4736/8/1 **Second Member of Council** 9/1

140

Extract from the Proceedings of the.....934th.....*Meeting of the Council of His Highness the Maharaja, held at Bangalore on the*.....1st....February....1935.....*19* .

54. Subject. - Clause xii of the schedule.

Revision of rules regarding Maternity Leave.

OPINION OF THE COUNCIL.

The British Indian rules may be followed.

(Signed) MIRZA M. ISMAIL,

DEWAN.

Financial Secy. to put
with Compts?

"EXTRACT"

R. Rangaiah

Chief Secretary to Government.

WD 1471—GPB—2,000—1-3-21

Serial No.

Submitted. Our rules as regards Maternity leave are now the same as in British India except that under the British Indian rules the maternity leave cannot extend beyond 6 weeks from the date of confinement vide S.R. 267 and S.R. 268 in the Fundamental rules. This restriction re. the leave being six weeks only from the date of confinement does not seem to have been adopted by the Madras Govt. while it has been adopted by the Bombay Govt. This will be the only change that has to be introduced in our rules if considered necessary and this will be done by inserting a note under Art. 196 M&R that 'in no case shall Maternity leave extend beyond six weeks from the date of confinement' or by adding this sentence at the end of the Article. It may however be noted that this restriction by itself

Note—Contn. Sheet.

P.T.O.

24

3824

Maternity Leave

File No. of 193 .

General and Revenue Secretariat

may not result in any savings to Govt. because it does not prevent a woman from Commencing her taking leave two or some times earlier than Confinement and thus exhausting the full two months or even three months of the Concessional leave, provided for under the Rules.

7.2.

H Seey) 8/2/35.

It will have to be done

1/3.

1.3.35

Draft Subd. As there are already 4 notes under article 196 M.S.R., it is proposed to make an addition to the article. For orders.

9/3

H Seey) 9.3.35

28/3

Issue 26/3/35

No FC 7687 dt 1.4.1935

Inclosure 8th List of Corrections to MSR

TYPING SECTION
27 MAR 1935
GEHL & REV. SECTT.

7/6

7/6

Appendix F G—1]

SUBJECT .....

.....

.....

Section S+A

File No. ~~349-34~~

Serial No. +

Diary No. of letter replied to .....

No. Jl 3207

To The Comptroller

Sir

I am directed to request you to kindly ascertain and report whether the rules re grant of Maternity leave in British India are not different from ours and whether such leave is granted in addition to all other leave and whether there full pay is paid during such leave

I have etc.

29.9.34.

For Financial Secretary

General and Revenue Secretariat

( )

the *193* .

Date of issue 2/10/34

Signed by .....

List of enclosures .....

Copied by 3/10

Examined by ..... 28/9/34.

WD 01956—GPB—22,500—12-6-34

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSO.

General and Revenue Secretariat

Bangalore, Dated, 1st October 1934.

No. Fe 3207

From SRA

The *Financial Secretary to the Government of His Highness the Maharaja of Mysore.*

To

The Comptroller to Government,
Bangalore.

Sir,

I am directed to request you to kindly ascertain and report whether the rules regarding grant of maternity leave in British India are not different from ours and whether such leave is granted there in addition to all other leave and whether full pay is paid during such leave.

I have the honour to be,
Sir,
Your most obedient servant,

M Shamanna

For Financial Secretary to Government.

1.10.34.

TSS.

~~FA 349-34-2~~

OFFICE OF THE COMPTROLLER TO THE GOVERNMENT
OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

No. B.II. 254. *Bangalore, dated* 5th December *1934.*

Enc. 2 letters.

FINA ... No. ...

From

A. N. RAGHAVACHAR, Esq., M.A.,
Comptroller to the Government of
His Highness the Maharaja of Mysore,
Bangalore.

OFFICIAL B. DEC. 1934 2192 GOVT. SECTT.

To

S. Shamanna Esq., B.A.,
Financial Secretary to the
Government of Mysore,
B a n g a l o r e.

Sir,

With reference to your letter No. Fl.3207/S&A. dated 1st/2nd October 1934 regarding the grant of Maternity Leave in British India, I have the honor to enclose herewith copy of letters Nos. T.M.10-880/34-35 dated 1st/2nd November 1934 and T.M.15/2101 dated 20th November 1934 from the Accountant-Generals of Madras and Bombay respectively, in regard to the grant and application of the above leave rules in these provinces. It is seen therefrom that full pay is being granted to permanent employees during the period of such leave and that the leave is not debited to the general leave account of the employees concerned.

I have the honor to be,
Sir,
Your most obedient servant,

B. Raghavendra Rao
Deputy Comptroller. 5-12-34

5/12/34

SAM)

Letter No. T.M.10-880/34-35 dated 1st/2nd November'34 from the Accountant-General, T.M. Section, Madras, to the Comptroller, Mysore Government, Bangalore.

Rules regarding the grant of maternity leaves.

With reference to your letter No. 173/TAD.R.II dated the 25th October 1934 on the subject indicated above, I have the honor to refer you to the Subsidiary Rules under Fundamental Rule 101 (a) and to the Subsidiary Rules (2) under Fundamental Rule 103 (c) on pages 85 and 88 respectively of the Madras Edition of the Fundamental Rules. Government have also issued executive instructions to the effect that maternity leave may be granted in continuation of other kinds of leave and that a Government servant holding no lien on a permanent post is not entitled to maternity leave but is eligible only for leave under Fundamental Rule 103.

'C o p y'

Superintendent,
Comptroller's Office.

Letter No. T.M.1.5/2101 dated 20th November 1934 from the Accountant-General, Bombay, to the Comptroller, Mysore Government, Bangalore.

MATERNITY LEAVE.

With reference to your letter No. 173/TAD.BII. dated the 25th October 1934, I have the honor to forward herewith a copy of rules 771 and 773 of the B.C.S. Rs. Manual which regulate the grant of maternity leave. It may be pointed out that the Government of Bombay have ruled that B.C.S.R.771 is applicable to female Government servants in permanent employ only.

Copy of Rules 771 and 773 of B.C.S.Rs.

771. A competent authority may grant to a female Government servant maternity leave on full pay for a period which may extend upto the end of three months from the date of its commencement or to the end of six weeks from the date of confinement, whichever is earlier.

773. Leave of any other kind may be granted in continuation of maternity leave if the request for its grant be supported medical certificate.

'C o p y'

Superintendent,
Comptroller's Office.

SAM)

Appendix F G—1]

SUBJECT .....

.....

.....

Section 5A.
File No. 139-34.
Serial No. 6

Diary No. of letter replied to .....

General and Revenue Secretariat

( )

the 193 .

Date of issue 1.4-35

Signed by Mr. M. Shamana

List of enclosures .....

Copied by .....

Examined by .....

No. H.7687

To Art Slip

Page 60 Article 196

Add the following sentence at the end of article 196: —

In no case shall maternity leave extend beyond six weeks from the date of confinement.

Pl. Secy

To. The Comptroller.

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

General and Revenue Secretariat

No. R 7687/SRA 139-34-6 *Bangalore, Dated* ~~28th March~~ 1st April 1935.

~~Official Memorandum~~

Addenda & Corrigenda Slip.

Page 60 Article 196

Add the following sentence at the end of Article 196:-

In no case shall maternity leave extend beyond six weeks from the date of confinement.

for Financial Secretary to Govt.

To

The Comptroller to Government.

29.3.35